

*Addendum to the...*

# **SPECIAL TOWN MEETING**

Warrant and Recommendations of the  
Appropriation Committee for the...

**RECONVENED MEETING — APRIL 6, 1987**

*Original Meeting Held January 26, 1987*

TOWN OF

# **WEYMOUTH**

COMMONWEALTH OF MASSACHUSETTS



GEORGE L. BARNES AUDITORIUM  
EAST JUNIOR HIGH SCHOOL  
89 MIDDLE STREET • EAST WEYMOUTH

LOWER  
ST  
352  
WEY

19870406

**Monday, April 6, 1987**

**7:30 P.M.**



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**WEYMOUTH APPROPRIATION COMMITTEE**

Lawrence J. Sullivan, *Chairman*

Joseph A. Curro, *Vice Chairman*

John F. Cunningham, *Secretary*

John V. Donovan, Jr., *Assistant Secretary*

Vera Chirillo

Joseph Cooney

Leo J. Donovan

William M. Fay

Earl F. Hannafin

Donald R. Junkins

Susan M. Kay

William N. Neil

Janet Pickering

Scott Pickett

Richard R. Walsh

Allan J. Masison, *Ex Officio*

Daniel J. Bailey, Jr., *Ex Officio*





APPROPRIATION  
COMMITTEE



THE TOWN OF  
WEYMOUTH, MASSACHUSETTS

East Weymouth, Mass. 02189

March 16, 1987

*Dear Town Meeting Member:*

Thank you for the opportunity that you presented us with at our last Town Meeting on January 26, 1987.

We believe we have accomplished the goal that we asked and received your support for, and that was time for review and analysis of the collective bargaining agreements ratified by both the negotiating boards and their respective unions.

The following pages present for your consideration, the results of our review, analysis and recommendations.

Immediately after the Town Meeting session, a task force was formed to review, analyze and comment on the collective bargaining agreements. They are summarized here and will be presented to you in greater detail at the reconvened Special Town Meeting, April 6, 1987.

You have already received in the mail the printed warrant and an additional packet of information as a handout at the January 26, 1987 meeting. Please consider that handout and this letter as an addendum to the printed Warrant you have received.

Also included in this letter are our recommendations on all five (5) articles and Appendix A: Personal Board Recommendations, schedules and Bylaw changes for classifications and reclassifications.

*Your Appropriation Committee*

**NOTE: COPIES OF THE CONTRACTS UNDER CONSIDERATION  
AT THIS TOWN MEETING ARE AVAILABLE TO ALL TOWN  
MEETING MEMBERS, UPON REQUEST, BY CONTACTING THE  
APPROPRIATE DEPARTMENT HEAD OR COMMITTEE CHAIRMAN!**

# **APPROPRIATIONS** **LABOR CONTRACT SUB-COMMITTEE** **DOLLAR EXPENSE REVIEW**

Article I for the Special Town Meeting is concerned with Labor Contracts, which, with the exception of some minor provisions, are retroactive to July 1, 1986, and extend for a two year period to June 30, 1988.

The contracts are for the following groups:

- A. School Dept. (Units A, B & C)
- B. Fire Dept.
- C. Traffic Supervisors
- D. Public Works Dept.
- E. Service Employees (Town Hall)

The estimated funding for the contracts, based on data supplied by the Departments, will be:

	<b>FISCAL 1987</b>	<b>FISCAL 1988</b>	<b>CUMULATIVE FISCAL 1988</b>
School	\$974,231	\$1,173,525	\$2,147,756
Fire Dept.	199,100	222,600	421,700
Traffic Super.	9,800	10,100	19,900
Public Works	103,300	108,200	211,500
Town Hall	<u>18,100</u>	<u>19,200</u>	<u>37,300</u>
<b>Total</b>	<b><u>\$1,304,531</u></b>	<b><u>\$1,533,625</u></b>	<b><u>\$2,838,156</u></b>

## **OTHER ESTIMATED WAGE COSTS:**

Police Dept.	200,000	225,000	425,000
Non-Union	157,400	165,000	322,400
School-Non-Union	72,500	76,500	149,000
School Dept. -			
Other Unions	<u>10,000</u>	<u>10,500</u>	<u>20,500</u>
<b>TOTAL</b>	<b><u>439,900</u></b>	<b><u>477,000</u></b>	<b><u>916,900</u></b>
<b>GRAND TOTAL</b>	<b>\$1,744,431</b>	<b>\$2,010,625</b>	<b>\$3,755,056</b>
Less Fiscal '87			
Salary Reserve	<u>928,000</u>		<u>928,000</u>
<b>NET TOTALS</b>	<b><u>\$816,430</u></b>	<b><u>2,010,625</u></b>	<b><u>\$2,827,056</u></b>



## REVENUE STATUS FISCAL 1987 vs. FISCAL 1988

- Last year (fiscal 1987, July 1, 1986 thru June 30, 1987) the Town Meeting voted \$53,600,000 for Article I of the Warrant which included a Salary Reserve of \$928,000.
- This year (fiscal 1988, July 1, 1987 thru June 1, 1988) there should be no need for the reserve; but the Present Labor Contracts will increase Article I by \$1,910,000 (net of the fiscal 1987 \$928,000 provision). In addition, provision must be made for non-union wage increases of \$470,000 and an increase in trash disposal cost of \$1,500,000.
- Without considering any other possible budget increases or Warrant Articles — and there will be many — the total of the above increases, plus the Police Dept. and other Contracts not yet completed and estimated at \$445,000, will be \$4,325,000.
- It is expected that revenue increases will include \$1,400,000 from State Aid, \$1,210,000 from Real Estate Taxes and \$300,000 from Miscellaneous Sources — a total of \$2,910,000.

### TO SUMMARIZE FOR FISCAL '88:

Increased Costs	\$4,325,000
Increased Revenue	<u>2,910,000</u>
Shortfall	<u>\$1,415,000</u>

- Other non-payroll Articles last year (fiscal 1987) totaled \$2,800,000. This year there will be many similar requests, including the mandatory Massachusetts Water Resources Authority Article. Last year, the "Water Resource" item of \$1,277,000 was funded from Free Cash, as was \$206,000 for Retirement of Debt and \$1,545,000 for Health Insurance, (both of the latter in Article I). If similar action is taken this year, the amount of Free Cash available for any other purpose will be minimal.
- If the proposed Labor Contracts are approved by Town Meeting without a provision to make the agreements "Subject To Funding" in fiscal 1988, it will not be possible to fund any other needed items throughout the Town. In addition, it may be necessary to reduce the number of Town Employees. If this drastic measure must be followed, some Contracts (one at least) include "NO LAYOFF" clauses; so the burden will be shifted elsewhere to further reduce Town Services, Safety and Education.
- In just a few weeks the actual increase in State Aid will be available to compare with the estimate of \$1,400,000 used here. Similarly, the additional cost for trash disposal will become known when the bids are returned in March. The Real Estate Tax increase of \$1,210,000 is estimated by the Assessors. A better estimate will not be available for several months until the completion of the revaluation and the establishment of the fiscal 1987 Tax Base from which the fiscal 1988 data can be computed. The \$300,000 increase in Miscellaneous Income is a very liberal estimate.

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## **REVENUE STATUS (Cont.)**

- Whatever changes may result from these variables, it is difficult to expect that the “shortfall” of \$1,415,000 can be eliminated.
- In addition to the preceding, there are two other **SIGNIFICANT** items which must not be overlooked in this analysis:
  - A. Available Free Cash for Fiscal 1988 is reduced by \$1,700,000.
  - B. The elimination of Revenue Sharing Funds reduces the funds available for Fiscal 1988 by \$642,000.

## **APPROPRIATIONS LABOR CONTRACT SUB-COMMITTEE SUMMARY OF FINDINGS**

- A. Management gains in finalized contracts are not evident.
- B. Salary increases are, in no way, tied to any existing averages for inflation, cost of living or any other comparable index.
- C. The language of the contracts, which is purported to be so critically important, contains inconsistencies and actual conflicts in certain instances.
- D. New items, apart from salary and personnel benefits, having dollar values are being added resulting in more and more overhead costs to the Town.
- E. It has become the rule that an increase or additional benefit gained by one bargaining unit is all but a “given” to other units in subsequent negotiations.
- F. Inordinate increases in some items become more significant as they grow and their impact in the future is truly evaluated.



# APPROPRIATIONS

## LABOR CONTRACT SUBCOMMITTEE

### DETAILED REPORT

*The first three pages of this report have summarized the dollar and cent issues involved with the contracts under consideration for approval by presenting the financial impact in each fiscal year and, more importantly, the fact that fiscal '88, at this time, will be short of funds.*

*In addition, our study has arrived at certain facts and trends which, we feel, must be brought to your attention so that you, Town Meeting Members, can have a complete view of the current collective bargaining process being carried out on behalf of your constituents, the taxpayers of the Town.*

**A.** Contract negotiations do not appear to be conducted in an atmosphere of gaining anything for management (the Town) in the way of increased productivity or any other substantive area. But rather the "mind set" seems to be to reduce the number of demands presented by labor originally. For example, labor negotiators might present 20 demands which are ultimately reduced to, let's say, 10. This then is viewed as management's gain from the negotiating process.

**B.** There appears to be no recognizable indices followed by management to set a limit on the percentage increases. The current contracts under consideration exceed industry averages as well as inflation and cost of living indices.

**C.** We would recommend that the language of the contracts be examined more closely for inconsistencies and conflicting passages. We were given to understand previously that part of the delay in receiving copies of contracts was due to the fact that language had to be finalized and "cleaned up" by legal counsel for both sides. That is to say, everything contained in the contract was legally correct, clear and accurately stated. Yet, for example, the firefighter contract states in Article III, Section D — "the existing vacancy in the Assistant Mechanic's Position shall be filled by a firefighter who shall be compensated at whatever rate of his classification (F-1, F-2, etc.)" Article XII, Section A states "effective July 1, 1986 the Assistant Mechanic Position shall be upgraded to the F-1 classification grade" and Section B states, "the Assistant Mechanic Position shall be classified as F-1". It would appear that at least a part of Article III, Section D should be eliminated. In the same contract Article VIII speaks to the Clothing Allowance. Part of Section A says, "any protective clothing such as work uniforms...shall be replaced and repaired at the Town's expense." Section C reads, "the clothing allowance above set forth shall be for the replacement of work and dress uniform clothing." The language appears to be conflicting — the Town pays for replacing work uniforms; but as part of the clothing allowance or over and above the clothing allowance?

*(Continued on next page)*

## DETAILED REPORT (Cont.)

D. We are concerned with the trend towards adding items to contracts which have a dollar amount tagged to them with the net result that these items can be increased with every succeeding set of negotiations. The latest example of this is an item in the Firefighters Contract which has been added to the educational reimbursement section. We (The Town) will now not only pay for tuition and textbooks but we will now pay \$750 for 30 credits, \$1500 for an Associates Degree and \$3000 for a Bachelor's Degree. We grant you that at present this item is put into an either/or context. Those eligible will receive either longevity or this new educational incentive, whichever is higher, but not both in any one year. How long will it be before this incentive is in addition to longevity?

We should also make note of the language once again when it comes to this item. We, the Appropriations Committee, were again given to understand that this Educational Incentive was for "job related" courses and degrees only. The contract specifically states that the reimbursement for tuition and books are for job related courses but when it comes to the other incentive the contract merely states that it is an annual payment for having reached the levels described. Does this then mean that if someone joined the Fire Department Staff and had a Bachelors Degree in some field that that person would automatically receive an additional \$3000 when hired?

E. Another trend is for labor contracts to "leap frog" each other. As one bargaining unit gains an increase in some area of the contract (longevity, clothing allowance, sick days, vacations, etc.), it is almost certain that the negotiated settlements of other contracts will have the additional item or items in there are presented in such a fashion that the benefit or benefits are given for "catchup" purposes.

F. Tied in with "E" above, is the inordinate increase in longevity in the School Dept. Unit A Contract which shows a 77% increase in the 15 years of service category from an annual payment of \$350 to an annual payment of \$621 and a 92% increase in the 20 years of service category from an annual payment of \$600 to an annual payment of \$1153 for fiscal year '87. For fiscal year '88, these amounts are increased to estimated annual payments of \$872 (a 149% increase over the fiscal '86 amount) and \$1721 (a 187% increase over the fiscal '86 amount) which is far above any of the other bargaining units having a similar benefit. It should be noted that the other School Dept. Units receive this same benefit, **INCLUDING THE ADMINISTRATIVE STAFF.**

The Traffic Supervisor's Contract includes a 100% increase in the Clothing Allowance and the Firefighter's Contract includes, in fiscal '88, a lowering of years from 20 to 17 for five (5) weeks vacation.

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## **DETAILED REPORT (Cont.)**

The items pointed out in the foregoing are just some of the areas of concern. This Sub-Committee has deemed it appropriate and necessary to bring these significant items to the attention of all Town Meeting Members as areas for your Management Negotiating Teams to consider in future bargaining sessions.

Respectfully Submitted:

**Larry Sullivan, Sub-Committee Chairman**

**Joseph Cooney**

**John Donovan**

**William Neil**

**Richard Walsh**

**NOTE: COPIES OF THE CONTRACTS UNDER CONSIDERATION  
AT THIS TOWN MEETING ARE AVAILABLE TO ALL TOWN  
MEETING MEMBERS, UPON REQUEST, BY CONTACTING THE  
APPROPRIATE DEPARTMENT HEAD OR COMMITTEE CHAIRMAN!**

# WARRANT FOR THE SPECIAL TOWN MEETING

For convenience and clarity, Articles have been reprinted with their new Recommendations.

ARTICLE 1: (By Direction of the Board of Selectmen): To see what sum of money the Town will vote to raise by taxation, transfer from available funds and/or borrow and appropriate for the purpose of funding the cost items of Collective Bargaining Agreements negotiated with various unions representing Town Employees and to make any changes required by such contracts in the Personnel Pay and Salary Classification Plan; or to take any other action in relation thereto.

## **RECOMMENDED: No Action**

*Funding for the first year of these collective bargaining agreements is not at issue, we expect sufficient funds to be available to fund the first year of these contracts, Fiscal Year 1987. The collective bargaining agreements do not provide for the optional subject to funding in the second year of the contract. The second year is the critical period and the Appropriation Committee is of the opinion that funds for these contracts will not be available. We suggest that the parties involved go back to the bargaining table and reduce the funding requests to match the expected available funds.*

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ARTICLE 2: (By Request of the Personnel Board): To see if the Town will vote to amend the Code of the Town of Weymouth Chapter 32 Personnel Policies, by accepting changes in the Classification Plan and Compensation Pay Plan, and further to see what sum of money the Town will vote to raise by taxation, transfer from available funds, and/or borrow and appropriate for the purpose of implementing any such changes in said Personnel Policies; or take any other action in relation thereto.

**RECOMMENDED: Favorable action and the sum of \$158,300 be appropriated for the purpose of funding Classifications, Reclassifications, Longevity and Sick Leave and a five and one half percent (5½%) salary increase for non union employees effective July 1, 1986 as shown in Appendix A of this Addendum to the Special Town Meeting Warrant, January 26, 1987. Further that to meet said appropriation, \$148,281 be transferred from the Reserve Salary Account, \$3759 from Sewer Revenues and \$6264 from Water Revenues and the Town Accountant be authorized and directed to allocate such sums to the respective departments.**



ARTICLE 3: (By Direction of the Board of Selectmen): To see what sum of money the Town will vote to raise and appropriate by taxation, transfer from available funds and/or borrow for the purpose of increasing the present salaries of the Town Clerk, Town Treasurer and Collector of Taxes in an amount commensurate with the percentage increases bargained with other town employees and to be presented to the Special Town Meeting; or take any other action in relation thereto.

**RECOMMENDED:** Favorable Action and the salaries of the Tax Collector, Treasurer and Town Clerk be set at \$35,670.00 and that the sum of \$5,580 be transferred from the Reserve Salary Account to the following line numbers and ammounts:

Tax Collector	033-5100	\$1860
Treasurer	035-5100	1860
Town Clerk	039-5100	1860
		<u>\$5580</u>

*This represents a five and one half percent (5 1/2 %) salary increase which is commesurate with the other non union personnel.*

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ARTICLE 4: (By Direction of the Board of Selectmen): To see if the Town will vote to raise and appropriate by taxation, transfer from available funds and/or borrow for the purpose of purchasing and/or leasing computer hardware and related user and application software and related costs; or take any other action in relation thereto.

**RECOMMENDED:** Defer to the Annual Town Meeting, May 4, 1987.

*Article 10 of the Annual Town Meeting addresses this same article. It is more prudent and appropriate to act on this article and significant companion funding in Article 1 (Budgets) of the Annual Warrant than to split the request and place in jeopardy, because of other demands on resources, this critical need of the town. At the time of this recommendation voted by the Appropriation Committee, complete funding needs were not identified and should be by the time of the printing of the Annual Warrant. Additionally, the Appropriation Committee is scheduling a joint meeting of their committee, the Board of Selectmen and the Board of Assessors and other interested parties to hear a presentation by a team of Department of Revenue Personnel on Computer Aided Mass. Appraisal (CAMA) and what is available for Weymouth's needs and what options and associated costs can be identified to meet Department of Revenue requirements.*

ARTICLE 5: (By Request of the Planning Board): To see whether or not the Town will vote amend the most recent Zoning Map of the Town of Weymouth by changing the following parcels of land as shown on the Weymouth Town Atlas (See Appendix D), revised to January 1, 1986 from:

**A.**

1. Industrial Park (I-1) to Public Facilities and Open Space (POS)  
Block 436, Lots 1,2,3,4,5,7,9,10,11,13,15,17 & 18  
Block 437, Lots 13,14 & 17
2. Industrial Park (I-1) to Low Density Residential (R-1)  
Block 436, Lot 6  
Block 437, Lot 18  
Block 443, Lots 21,22,23,29 and that portion of  
Lots 4,7,8,15,16,18 & 19 which lie 200 feet south of  
Carver Street.

**B.**

1. Industrial Park (I-1) to Planned Office Park (POP)  
Block 434, Lots 4,5,6,7,18,24 and that portion of Lot 1  
which lies 200 feet south of Saint Margaret Street.
2. Industrial Park (I-1) to Low Density Residential (R-1)  
Block 434, Lots 10,11,12,13,14,15,16,17,25,26,27,28,29,  
30,31 and that portion of Lot 2 which lies 200 feet south  
of Saint Margaret Street.

**C.**

1. Industrial Park (I-1) to Public Facilities & Open Space (POS)  
Block 430, Lot 34  
Block 433, Lot 6
2. Industrial Park (I-1) to Low Density Residential (R-1)  
Block 433, Lots 1 & 8

**D.**

1. Industrial Park (I-1) to Low Density Residential (R-1)  
Block 448, Lots 22 & 23 and that portion of Lot 27 which  
lies between Pleasant Street and the Plymouth River.  
Block 475, Lots 1,3 and that portion of Lots 2 & 4, which  
lie between Pleasant Street and the Plymouth River.

or take any other action in relation thereto.

**RECOMMENDED: Favorable Action**



## APPENDIX A

To: Appropriation Committee  
From: Personnel Board  
Date: January 5, 1987

The Personnel Board recommends a 5.5% salary increase for non-union employees to include the following pay schedules: Schedule B General Weekly Salary Schedule; Schedule F Miscellaneous Salary & Wage Schedule for Part-Time and Seasonal Employees and Section 8 — Part-Time Positions in the Administrative and Clerical Group, subject to funding and approval of the January 26, 1987 Special Town Meeting.

The following are proposed amendments to the Personnel Policies subject to funding and approval.

1. Chapter 32 - Section 7 - Amend Schedule A by making the following changes:

Class Title	Salary Level/Compen. Grade or Schedule	
<b>ADMINISTRATIVE AND CLERICAL GROUP</b>		
Payroll Administrator/Treasurer's Dept. (From Union to Non-Union Position)	Reclassify	S-10-D to Level 9-4
Secretary to Executive Administrator/ Selectmen's Dept.	Classify	Level 8-3
Computer Operator/Data Processing Dept.	Classify	Level 9-4
Data Clerk/Data Processing Dept.	Classify	Level 7-3
Computer Operator - Part-Time/ Data Processing Dept.	Classify	S-5-A (Sect. 8)
<b>PROFESSIONAL GROUP</b>		
Senior Programmer/Analyst/Data Processing	Classify	Level 14
Programmer Analyst/Data Processing	Classify	Level 12-4
Coordinator/Services-Council on Aging	Classify	Level 10-1
Coordinator/Volunteers-Council on Aging	Classify	Level 10-1
<b>SUPERVISORY GROUP</b>		
Director of Data Processing/Data Processing Dept.	Classify	Level 16-4

*(Continued on next page)*

## APPENDIX A

### Continued

The following are proposed amendments to PERSONNEL POLICIES:

Amend LONGEVITY requirements under the General Weekly Salary Schedule B for non-union employees by deleting in Para A, "who was hired on or before April 1, 1973" and by deleting in Para A "15 years" and substituting "10 years" so as to read:

A. An employee shall be entitled to and shall receive, in addition to compensation to which he may be entitled in accordance with this schedule, an annual amount of \$375.00 after having completed 10 years of full-time continuous employment. This amount shall be increased by \$375.00 after the employee has completed 20 years of full-time continuous employment. The maximum annual amount to which the employee is entitled under this provision is \$750.00. Payments shall be considered compensation for retirement purposes.

Amend Chapter 32-12 SICK LEAVE Para K by deleting \$1,500 and substituting \$2,000.



## APPENDIX A

Department/ Position	Compensation Grade	Current Salary (7/1/86)	Proposed Grade	7-1-86 Salary	Diff
<b>SELECTMEN</b>					
Administrator	18-3	42770	18-3	45122	2352
Exec. Secy	11-5	24868	11-5	26236	1368
Secy, Admin.	8-3	15487	8-3	16339	852
Harbor Master	11-5	24868	11-5	26236	1368
Dog Officer	11-5	24868	11-5	26236	1368
Asst. Dog Off.	10-2	16896	10-2	17825	929
Sr. Cust. Supvr.	9-5	20441	9-5	21565	1124
Aff. Action Offr.	12-5	27500	12-5	29012	1512
<b>ACCOUNTING</b>					
Town Accountant	16-5	41658	16-5	43949	2291
Asst. Town Acct.	11-5	24868	11-5	26236	1368
<b>ASSESSORS</b>					
Appraiser	16-5	41658	16-5	43949	2291
Office Mgr.	11-5	24868	11-5	26236	1368
<b>TAX COLLECTOR</b>					
Deputy Tax Coll.	11-5	24868	11-5	26236	1368
<b>TREASURER</b>					
Asst. Treasurer	11-5	24868	11-5	26236	1368
Payroll Adm.	9-	13738	9-	14494	756
<b>TOWN CLERK</b>					
Asst. Clerk	11-5	24868	11-5	26236	1368
<b>PERSONNEL BOARD</b>					
Officer	SCH. F	2734	SCH. F	2884	150
Secy.	S-8-E	3837	S-8-E	4048	211
<b>PLANNING/COMM. DEV.</b>					
Director	15-5	37524	15-5	39588	2064
Principal Planner	13-5	30464	13-5	32140	1676
Econ Dev Planner	13-4	27926	13-4	29461	1535
Secy	8-5	18584	8-5	19607	1023

*(Continued on next page)*

## APPENDIX A

Department/ Position	Compensation Grade	Current Salary (7/1/86)	Proposed Grade	7-1-86 Salary	Diff
<b>POLICE</b>					
Chief	17-5	46237	17-5	48780	2543
Exec. Officer	16-5	41658	16-5	43949	2291
Secy	8-5	18584	8-5	19607	1023
Crime Analyst	8-5	18584	8-5	19607	1023
Dispatcher	7-3	14109	7-3	14885	776
Dispatcher	7-2	12698	7-2	13397	699
Dispatcher	7-5	16931	7-5	17862	931
Dispatcher	7-5	16931	7-5	17862	931
Custodian	7-5	16931	7-5	17862	931
Custodain	7-4	15520	7-4	16374	854
Princ. Clk.	8-4	17036	8-4	17973	937
Princ. Clk.	8-5	18584	8-5	19607	1023
Sr. Clerk	7-5	16931	7-5	17862	931
<b>FIRE</b>					
Chief	17-5	46237	17-5	48780	2543
Secy	8-5	18584	8-5	19607	1023
<b>BUILDING</b>					
Inspector	15-5	37524	15-5	39588	2064
Deputy	13-4	27926	13-4	29461	1535
Local	12-5	27500	12-5	29012	1512
Local	12-1	18338	12-1	19346	1008
Wiring	12-5	27500	12-5	29012	1512
Plumb/Gas	12-5	27500	12-5	29012	1512
Asst. Wiring Insp	11-2	18651	11-2	19677	1026
Adm. Asst.	11-2	18651	11-2	19677	1026
<b>PUBLIC WORKS</b>					
Director	18-5	51324	18-5	54146	2822
Asst. Dir.	16-5	41658	16-5	43949	2291
Adm. Asst.	11-5	24868	11-5	26236	1368
Secy	11-5	24868	11-5	26236	1368
Principal Clerk					
Eng.	8-5	18584	8-5	19607	1023
Comp/Cont/Bill	8-5	18584	8-5	19607	1023
C & M	8-5	18584	8-5	19607	1023
Labor Serv. Clk.	8-5	18584	8-5	19607	1023
Sewer	8-5	18584	8-5	19607	1023
Water	8-5	18584	8-5	19607	1023
Supt. Tech. Servs.	16-5	41658	16-5	43949	2291
Town Engineer	14-5	33810	14-5	35670	1860
C.E. Gr. IV	12-5	27500	12-5	29012	1512
C.E. Gr. IV	12-5	27500	12-5	29012	1512

*(Continued on next page)*



# APPENDIX A

Department/ Position	Compensation Grade	Current Salary (7/1/86)	Proposed Grade	7-1-86 Salary	Diff
C & M Supt.	14-5	33810	14-5	35670	1860
C & M Asst. Supt	14-5	33810	14-5	35670	1860
Off. Mgr. Sewer	11-5	24868	11-5	26236	1368
Off. Mgr. Water	11-5	24868	11-5	26236	1368
Chief Treatment Plant Operator	10-4	20650	10-4	21787	1137
General Foremen					
C & M	11-5	24868	11-5	26236	1368
C & M	11-5	24868	11-5	26236	1368
Sewer	11-5	24868	11-5	26236	1368
Water Treatment & Opr. Mgr.	11-5	24868	11-5	26236	1368
Water	11-5	24868	11-5	26236	1368
<b>CONSERVATION</b>					
Administrator	12-1	18338	12-1	19346	1008
<b>HEALTH</b>					
Director	15-4	34397	15-4	36289	1892
Executive Secy	11-1	16578	11-1	17490	912
Sanitarian	11-4	22795	11-4	24049	1254
Sanitarian	11-3	20723	11-3	21863	1140
R.N.	11-5	24868	11-5	26236	1368
R.N.	11-5	24868	11-5	26236	1368
Dental Hygenist	10-5	22528	10-5	23767	1239
<b>Aging</b>					
Director	12-5	27500	12-5	29012	1512
Coord/Services	10	15020	10	15847	827
Coord/Volunteers	10	15020	10	15847	827
<b>YOUTH</b>					
Coordinator	12-5	27500	12-5	29012	1512
Prin. Clk.	8-5	18584	8-5	19607	1023
Outreach Wkr.	10-1	15020	10-1	15847	827
Outreach Wkr.	10-1	15020	10-1	15847	827
<b>VETERANS</b>					
Agent & Dir.	12-5	27500	12-5	29012	1512
Investigator	9-5	20441	9-5	21565	1124
<b>LIBRARY</b>					
Director	15-5	37524	15-5	39588	2064
Asst. Dir.	13-5	30464	13-5	32140	1676
Prog. Supvr.	11-4	22795	11-4	24049	1254
Prog. Supvr.	11-5	24868	11-5	26236	1368
Prof. Assoc.	10-2	16896	10-2	17825	929

(Continued on next page)

## APPENDIX A

Department/ Position	Compensation Grade	Current Salary (7/1/86)	Proposed Grade	7-1-86 Salary	Diff
<b>Library (Cont.)</b>					
Proof Assoc.	10-5	22528	10-5	23767	1239
Proof Assoc.	10-5	22528	10-5	23767	1239
Proof Assoc.	10-5	22528	10-5	23767	1239
Prin. Assist.	10-5	22528	10-5	23767	1239
Sr. Assist. 15 hrs	9-5	20441	9-5	21565	1124
Sr. Assist. 15 hrs	9-5	20441	9-5	21565	1124
Sr. Assist. 15 hrs	9-5	20441	9-5	21565	1124
Prin. Clk.	8-1	12593	8-1	13286	693
Sr. Assist.	8-5	18584	8-5	19607	1023
Jr. Assistants					
A	6-5	15442	6-5	16291	849
B	6-5	15442	6-5	16291	849
C	6-5	15442	6-5	16291	849
D	6-5	15442	6-5	16291	849
E	6-2	11581	6-2	12218	637
F	6-2	11581	6-2	12218	637
G	6-2	11581	6-2	12218	637
Cust. Supvr.	9-4	18737	9-4	19768	1031
Custodian	7-5	16931	7-5	17862	931
Custodian	7-1	11565	7-1	12201	636
<b>RECREATION</b>					
Director	13-5	30464	13-5	32140	1676
Park Ranger	9-5	20441	9-5	21565	1124
Executive Secy	11-2	18651	11-2	19677	1026
<b>SUBTOTAL</b>		2621501		2765698	144197
<b>NEW DATA PROCESSING DEPT.</b>					
Dir. Data Proc.	none	34993	16-4	40286	5293
Sr. Prog/Analyst	none	0			
Progrmr/Analyst	none	22892	12-4	26595	3703
Computer Opr	none	16994	9-4	19768	2774
Data Clerk	none	13375	7-3	14885	1510
Computer Opr(pt)	none	5.50	S-5A	6.68	1.18
<b>SUBTOTAL</b>		88254		101534	13280
<b>GRAND TOTAL</b>		2709755		2867232	157477



SCHEDULE F  
Miscellaneous Salary And Wage Schedule  
For Part Time And Seasonal Employees

PERMANENT PART TIME EMPLOYEES

Class title	Current Rate			Proposed 5.5% Increase	
Assistant Dog Officer (Part Time) (Hourly)	7.22	9.02	10.83	7.62	9.52
Code Enforcement Officer (Part Time) (Hourly)	7.97	9.96	11.95	8.41	10.51
Personnel Officer (Part Time) (Annual)			2734		
Public Health Nurse (Part Time) (Hourly)	7.97	9.96	11.95	8.41	10.51
Sealer of Weights and Measures (Part Time) (Annual)	5689	6013	6597	6002	6344
Student Engineer (Part Time)					
Sophomore (Hourly)			6.33		6.68
Middler (Hourly)			6.68		7.05
Junior (Hourly)			7.67		8.09
Senior (Hourly)			8.82		9.31
Transportation Coordinator (Hourly)			7.00		7.39

SEASONAL AND INTERMITTENT PART-TIME EMPLOYEES

BEACH PERSONNEL

Beach Supervisor (Seasonal) (Weekly)	210.83	234.26	257.69	222.43	247.14	271.86
Assistant Beach Supervisor (Seasonal) (Weekly)	185.53	206.15	226.77	195.73	217.49	239.24
Swimming Instructor (Seasonal) (Weekly)	175.49	194.99	214.49	185.14	205.71	226.29
Lifeguard (Seasonal) (Weekly)	145.10	161.23	177.35	153.08	170.10	187.10
Maint. & Custodial Attendant (Seasonal) (Hourly)	3.93	4.37	4.80	4.15	4.61	5.06

PLAYGROUND PERSONNEL

Recreation Program Supvr. (Seasonal) (Weekly)	210.83	234.26	257.69	222.43	247.14	271.86
Assistant Recreation Program Supvr. (Seasonal) (Weekly)	185.53	206.15	226.77	195.73	217.49	239.24
Driver Recreation Program (Seasonal) (Weekly)	154.43	171.59	188.74	162.92	181.03	199.12
Playground Specialist (Seasonal) (Weekly)	175.49	194.99	214.49	185.14	205.71	226.29

(Continued on next page)

**SCHEDULE F**  
**Miscellaneous Salary And Wage Schedule**  
**For Part Time And Seasonal Employees**

PLAYGROUND PERSONNEL (Cont.)		Current Rate			Proposed 5.5% Increase	
Class Title						
Park Instructor (Seasonal) (Weekly)		145.10	161.23	177.35	153.08	170.10 187.10
Playground Instructor (Seasonal) (Weekly)		145.10	161.23	177.35	153.08	170.10 187.10
Handicapped Children Program Supvr. (Seasonal) (Weekly)		210.83	234.26	257.69	222.43	247.14 271.86
Specialist Physically Handicapped Program Supvr. (Seasonal) (Weekly)		210.83	234.26	257.69	222.43	247.14 271.86
Specialist Exceptional Program (Seasonal) (Weekly)		175.49	194.99	214.49	185.14	205.71 226.29
Recreation Special Police (Hourly)		4.75	5.28	5.81	5.01	5.57 6.13
Dispatcher Special Police (Hourly)		3.93	4.37	4.80	4.15	4.61 5.06
Supvr. Special Police (Hourly)				7.00		7.39
Great Esker Park Program Coordinator (Weekly)		185.53	206.15	226.77	195.73	217.49 239.24
INTERMITTENT PART-TIME EMPLOYEES						
Laborer (Temporary) (Hourly)				4.67		4.93
Laborer (Seasonal) (Hourly)			5.04	5.51		5.81
Library Page (Part Time) (Hourly)						
First Year (Hourly)				3.89		4.10
Second Year (Hourly)				4.16		4.39
Student Library Assistant (Part Time) (Hourly)						
First Year				4.26		4.49
Second Year				4.67		4.93
Third Year				5.10		5.38
Recording Secretary (Part Time) (Hourly)						
Per Meeting			27.06/54.12			28.56/57.12
Per Hour				9.02		9.52

**APPENDIX A**

**Section 8**  
**Part Time Positions Classified in the**  
**Administrative and Clerical Group**

Employees occupying administrative and clerical positions in part time employment, which may be continuous employment, or which may constitute intermittent or casual service, shall be compensated at hourly rates appearing in the following schedule, which is hereby incorporated in the Compensation plan:

5.5%					
Compensation	Minimum			Maximum	
Grade	A	B	C	D	E
S-1	5.68	5.94	6.16	6.39	6.68
S-2	5.94	6.16	6.39	6.68	6.94
S-3	6.16	6.39	6.68	6.94	7.23
S-4	6.39	6.68	6.94	7.23	7.52
S-5	6.68	6.94	7.23	7.52	7.82
S-6	6.94	7.23	7.52	7.82	8.12
S-7	7.23	7.52	7.82	8.12	8.44
S-8	7.52	7.82	8.12	8.44	8.80
S-9	7.82	8.12	8.44	8.80	9.13
S-10	8.12	8.44	8.80	9.13	9.52

An employee within the meaning of this section shall receive the increment between his present rate and the next higher step rate as follows:

- (1) On the termination of the nearest pay period to April First or October First after completion of 500 hours of work. An employee shall not be granted more than one such increment during each twelve month period
- (2) The increase in rate which this increment represents must be recommended by the employee's department head and approved by the Personnel Board



# NOTES

## NOTES:

